


# Health and Social Service Workforce in Health Units 1992

Alberta  
Health and Social Services  
Disciplines Committee



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## Health and Social Service Workforce in Health Units, 1992

### Introduction

The annual mail-out survey of health and social service employers was conducted on March 21, 1992 by the Alberta Health and Social Services Disciplines Committee. The survey requested health and social service employers to provide specific information on full-time and part-time permanent personnel, vacant positions, resignations, casual/contract personnel and recruitment difficulties. The publication "Health and Social Service Workforce in Alberta, 1992" describes the methods used in the survey and provides a general overview of the survey results.

## Health and Social Service Workforce in Health Units 1992

The 1992 survey was the first to include data reported by health units in the 1992 survey. In 1991, the Health Unit Association of Alberta Health Units requested a revision of the survey. The Workforce Planning Unit, the health unit association, was assigned to include a more extensive list of all the occupations by health units. Dentists, environmental health engineers, environmental health microbiologists, epidemiologists and medical doctors were some of the professional groups measured for the first time in the 1992 survey. (See Appendix 1 for a complete list and the definitions of the occupations added in 1992.) The new occupations added to the health unit survey accounted for only 94 of the 3,466 permanent personnel employed by health units in 1992.

Appendix 2(a) provides a summary of the number of permanent personnel, vacant positions, resignations, as well as vacancy rates and turnover rates for 1992. The data in the table is based on a response rate of 100 percent. To provide a geographical description, data from the 27 health units is grouped into the six "Zones" defined by the Health Unit Association of Alberta (Appendix 3).

Highlights of the workforce changes occurring in health units from 1991 to 1992 are given below. It is important to note that the comparison made between 1991 and 1992 survey data is based on the occupations measured in both years and on the health units that responded in both years. (The Vermilion Health Unit did not respond to the 1991 survey and the 1992 survey and the responses from one health unit, the 1992 survey and the responses from one health unit, vary from the figures given in Appendix 2(a).)

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\* The total number of personnel employed by health units grew by 3.4 percent from 1991 to 1992. All of the increase was due to a rise in the number of personnel employed part-time.





# **Health and Social Service Workforce in Health Units, 1992**

## **Introduction**

The annual mail-out survey of health and social service employers was conducted on March 31, 1992 by the Alberta Health and Social Services Disciplines Committee. The survey requests health and social service employers to provide specific information on full-time and part-time permanent personnel, vacant positions, resignations, casual/contract personnel and recruitment difficulties. The publication "Health and Social Service Workforce in Alberta, 1992" describes the methods used in the survey and provides a general overview of the survey results.

The following synopsis highlights the workforce data reported by health units in the 1992 employer survey. In 1991, the public health division in Alberta Health initiated a revision of the 1992 health unit questionnaire. In collaboration with the Workforce Planning Unit, the health unit questionnaire was redesigned to include a more extensive list of all the occupations employed by health units. Dentists, environmental health engineers, environmental health microbiologists, epidemiologists and medical doctors were some of the professional groups measured for the first time in the 1992 survey. (See Appendix 1 for a complete list and the definitions of the occupations added in 1992.) The new occupations added to the health unit survey accounted for only 94 of the 3,466 permanent personnel employed by health units in 1992.

Appendix 2(a) provides a summary of the number of permanent personnel, vacant positions, resignations, as well as vacancy rates and turnover rates for 1992. The data in the table is based on a response rate of 100 percent. To provide a geographical description, data from the 27 health units is grouped into the six "Zones" defined by the Health Unit Association of Alberta (Appendix 3).

Highlights of the workforce changes occurring in health units from 1991 to 1992 are given below. It is important to note that the comparisons made between 1991 and 1992 survey data are based only on the occupations measured in both years and on the health units that responded to the survey in both years. (The Fort-Vermilion Health Unit did not respond to the 1991 survey and is therefore not included in comparisons from 1991 to 1992.) Because the analysis does not include the new occupations added to the 1992 survey and the responses from one health unit, the figures presented below may vary from the figures given in Appendix 2(a).

## **Highlights of Survey Data from 1991 to 1992**

- The total number of personnel employed by health units grew by 2.4 percent from 1991 to 1992. All of the increase was due to a rise in the number of personnel employed part-time



(13.0%). The number of full-time personnel declined (3.9%).

- All of the Health Unit Association zones outside of Edmonton and Calgary reported increases in the number of personnel, with the largest increases occurring in the south central zone (15.8%) and the north zone (8.9%). Edmonton and Calgary were the only areas that reported decreases in the number of personnel employed from 1991 to 1992 (3.6% and 12.9%, respectively).
- The occupations which had large percentage increases in number of permanent personnel included home care personnel<sup>1</sup> (11.0%), RN-home care (10.0%), occupational therapists (34.3%), physical therapists (31.8%) and speech-language pathologists (9.0%). Notable declines in the number of permanent personnel were reported for social workers (23.3%), RN-administration (18.7%), RN-community/public health (5.5%), dental assistants (12.8%) and dental hygienists (8.6%).
- Overall, the proportion of part-time personnel showed a significant increase from 1991 (37.4%) to 1992 (41.3%). Particularly high levels of part-time personnel in 1992 were reported for home care personnel (94.4%), physical therapists (69.0%), RN-home care (58.2%), occupational therapists (53.2%) and dental hygienists (53.1%).
- The total number of vacant full-time equivalent (FTE) positions dropped from 72 (1991) to 62 (1992), resulting in a small vacancy rate decline from 2.6 percent to 2.3 percent. The largest numbers of vacant FTE positions in 1992 were reported in the north central zone (17), the north zone (12) and Calgary (15) while the smallest numbers were reported in the south zone (3) and the south central zone (6).
- The occupations which had the highest number of vacant FTE positions in 1992 were RN-home care (13) and public health inspectors (10).
- The number of FTE resignations decreased substantially from 362 (1991) to 249 (1992). Overall, the turnover rate declined from 13.4 percent to 9.2 percent. All areas in Alberta reported a decline in the number of FTE resignations with the exception of Edmonton, where the number of FTE resignations showed an increase (81 to 96). The highest turnover rates in 1992 were reported in Edmonton (16.8%) and Calgary (13.1%). Areas outside of these two major centres had turnover rates of less than 9 percent.
- Comparatively high turnover rates in 1992 were reported for dental hygienists (23.5%), occupational therapists (15.8%), public health inspectors (13.1%) and speech-language pathologists (13.0%).

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<sup>1</sup> Home care personnel includes home support aides, homemakers and personal care attendants.



## **APPENDIX 1. Occupations Included for the First Time in 1992**

**Dentists:** Assess, diagnose, plan treatment and provide dental treatment services. Must be registered with the Alberta Dental Association.

**RN - Sexual Health:** Provide educational and/or clinical activities related to sexual health.

**RN - Mental Health:** Provide mental health counselling to clients and their families.

**Environmental Health Engineers:** Provide engineered solutions for the prevention or transmission of communicable diseases and of other illness and disabilities caused by biological, chemical and physical factors in the environment. Must be registered with the Association of Professional Engineers, Geologists and Geophysicists of Alberta and have post-graduate training in environmental health engineering.

**Environmental Health Microbiologists:** Provide expertise in the identification, effects and control of microbial hazards and systems, including biotechnologies. Must have post-graduate training in food and environmental microbiology.

**MD - Generalist:** Include general practitioners who provide general medical supervision to a health unit, but have no specific public health training and spend only a few hours per week or month in public health consultation.

**MD - Specialist:** Include physicians who are qualified in community medicine or a related specialty, and are registered as a specialist with the College of Physicians and Surgeons of Alberta.

**MD/MPH:** Include physicians with a masters degree in public health.

**Epidemiologists:** Apply epidemiology to infectious or chronic diseases and injury prevention. Include professionals with masters level preparation in epidemiology.

**Adult Educators:** Develop programs of teaching and evaluate courses designed for adults.

**Sexuality/Sexual Health Professionals:** Provide public education and information at the local level regarding healthy sexuality, and STD prevention.

**Early Intervention Professionals:** Work in the family home to educate, support and enable parents to care for and stimulate a young developmentally delayed child. Educated in the areas of typical and atypical child development, family systems, counselling and individualized

program plan development.

**Genetic Associates:** Provide genetic counselling to individuals, and are engaged in other activities relating to genetics. Include graduates of a masters program in genetics.

**Community Development Professionals:** Facilitate community response to health initiatives. Encourage local "ownership" of health issues, and coordination between local, regional and provincial stakeholders.

**Public Communications Personnel:** Communicate health unit information with community agencies, local and regional media, and the public.



APPENDIX 2(a). Health and Social Service Personnel Employed in Health Units  
March 31, 1992\*\*

ALL HEALTH UNITS COMBINED\*\*\*

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
ALL HEALTH/SOCIAL SERVICE OCCUPATIONS		2,037	1,429	3,466	2,819	67	2.4	251	8.9
Child/Youth Care Personnel	Total	0	4	4	2	0	0.0	2	75.0
	Related Diploma	0	4	4	2	0	0.0	2	75.0
Dental Personnel	Total	95	66	161	133	5	3.8	24	17.7
	Dentists	8	6	14	11	0	0.0	0	0.0
	Dental Asst. (on-the-job training)	12	4	16	14	0	0.0	8	53.6
	Dental Asst. (registered-intra-oral)	44	21	65	55	0	0.0	4	7.3
	Dental Asst. (registered-no intra-oral)	1	1	2	2	0	0.0	0	0.0
Environmental Health Personnel	Dental Hygienists	30	34	64	52	5	9.6	12	23.1
	Total	112	7	119	126	10	8.0	17	13.1
	Public Health Inspector	108	3	111	120	10	8.4	16	13.0
Health Records Personnel	Community Health Reps/Workers	4	4	8	6	0	0.0	1	16.7
	Total	5	0	5	5	0	0.0	0	0.0
	Health Record Technicians	4	0	4	4	0	0.0	0	0.0
	Medical Dicta-Typists/Transcriptionists	1	0	1	1	0	0.0	0	0.0
Home Care Personnel	Total	23	396	419	224	3	1.3	15	6.7
	Home Care Support Aides	19	323	342	184	3	1.6	14	7.6

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\* Source: Survey of Health and Social Service Personnel Working in Alberta, March 31, 1992, Workforce Planning Unit, Alberta Health and Social Services Disciplines Committee, Edmonton, Alberta. The response rate of health units to the 1992 survey was 100 percent.

\*\* Definitions for FTE positions, vacancy rates and turnover rates are given in Appendix 2(b).  
\*\*\* The definition for Health Unit Association of Alberta "Zones" is given in Appendix 3.

APPENDIX 2(a). Health and Social Service Personnel Employed in Health Units  
March 31, 1992\*\*\*

ALL HEALTH UNITS COMBINED\*\*\*

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
Home Care Personnel	Homehelpers	0	47	47	24	0	0.0	1	4.3
	Personal Care Attendants	4	26	30	17	0	0.0	0	0.0
Laboratory/Diagnostic/Therapeutic Person	Total	4	2	6	6	1	9.1	0	0.0
	Respiratory Therapists	4	2	6	6	1	9.1	0	0.0
Medical Personnel	Total	9	7	16	14	1	7.4	1	3.7
	MD-Generalist	0	5	5	3	0	0.0	1	20.0
	MD-Specialist	7	2	9	8	0	0.0	0	0.0
	MD-MPH	2	0	2	3	1	33.3	0	0.0
Registered Nurses	Total	829	622	1,451	1,161	21	1.8	95	8.1
	RN-Sexual Health	13	4	17	16	1	6.2	0	0.0
	RN-Mental Health	1	0	1	1	0	0.0	0	0.0
	RN-Administration	114	10	124	121	2	1.7	7	5.8
	RN-Community/Public Health	414	207	621	523	6	1.1	59	11.3
	RN-Home Care	286	397	683	497	13	2.5	29	5.7
	RN-Other	1	4	5	3	0	0.0	0	0.0
	Total	9	23	32	21	0	0.0	0	0.0
Non-RN Nursing Personnel	Graduate Nurses (GN)	0	1	1	1	0	0.0	0	0.0
	Licensed Practical Nurses	4	13	17	11	0	0.0	0	0.0
	Other Nursing Staff	5	9	14	10	0	0.0	0	0.0

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APPENDIX 2(a). Health and Social Service Personnel Employed in Health Units  
March 31, 1992\*\*\*

ALL HEALTH UNITS COMBINED\*\*\*

	FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
Nutrition Personnel								
Total	16	6	22	19	0	0.0	2	10.5
Nutritionists	16	6	22	19	0	0.0	2	10.5
Psychological Personnel								
Total	3	0	3	3	0	0.0	0	0.0
Psychologists	2	0	2	2	0	0.0	0	0.0
Other Psychological/Social Counsellors	1	0	1	1	0	0.0	0	0.0
Rehabilitation Therapy Personnel								
Total	190	108	298	261	17	6.5	37	14.2
Occupational Therapists	22	25	47	38	4	9.2	6	15.8
Occupational Therapy Asst./Aides	0	0	0	1	1	100.0	0	0.0
Physical Therapists	9	20	29	24	5	20.8	3	12.5
Other Physical Therapy Personnel	0	0	0	0	0	0	1	0
Speech-Language Pathologists	151	43	194	179	7	3.6	23	12.8
Speech Pathologist Asst./Aides	6	17	23	15	0	0.0	3	20.7
Clinical Audiologist	1	0	1	2	1	50.0	1	50.0
Audiometric Technicians	1	2	3	2	0	0.0	0	0.0
Recreational Therapists	0	1	1	1	0	0.0	0	0.0
Total	20	3	23	22	0	0.0	0	0.0
Social Work Personnel								
Master's of Social Work	1	0	1	1	0	0.0	0	0.0

(CONTINUED)

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APPENDIX 2(a). Health and Social Service Personnel Employed in Health Units  
March 31, 1992\*\*\*

ALL HEALTH UNITS COMBINED\*\*\*

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
Social Work Personnel	Related Master's Degree	1	0	1	1	0	0.0	0	0.0
	Bachelor's of Social Work	18	2	20	19	0	0.0	0	0.0
	Unrelated Master's/Bachelor's	0	1	1	1	0	0.0	0	0.0
Administrative Personnel	Total	691	151	842	775	9	1.1	59	7.5
	Administrative Support	462	130	592	532	5	0.8	47	8.8
	Administrator	229	21	250	244	4	1.6	12	4.7
	Total	31	34	65	49	1	2.0	2	4.1
Other Health/Social Service Personnel	Epidemiologists	1	0	1	1	0	0.0	0	0.0
	Adult Educators	2	0	2	2	0	0.0	0	0.0
	Sexuality/Sexual Health Professionals	13	10	23	18	0	0.0	1	2.8
	Early Intervention Professionals	3	13	16	10	0	0.0	0	0.0
	Genetic Associates	3	9	12	8	0	0.0	1	13.3
	Community Development Professionals	3	0	3	3	0	0.0	0	0.0
	Public Communications Personnel	6	1	7	8	1	13.3	1	6.7
	Other Health/Social Service Personnel	0	1	1	1	0	0.0	0	0.0

\* Source: Survey of Health and Social Service Personnel Working in Alberta, March 31, 1992, Workforce Planning Unit, Alberta Health and Social Services Disciplines Committee, Edmonton, Alberta. The response rate of health units to the 1992 survey was 100 percent.

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APPENDIX 2(a). Health and Social Service Personnel Employed in Health Units  
March 31, 1992\*\*\*

North Zone

	FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
ALL HEALTH/SOCIAL SERVICE OCCUPATIONS	243	225	468	371	16	4.2	22	5.8
Child/Youth Care Personnel	0	4	4	2	0	0.0	2	75.0
Related Diploma	0	4	4	2	0	0.0	2	75.0
Dental Personnel	6	9	15	12	1	8.7	2	17.4
Dentists	0	1	1	1	0	0.0	0	0.0
Dental Asst. (on-the-job training)	2	0	2	2	0	0.0	1	50.0
Dental Asst. (registered-intra-oral)	2	6	8	5	0	0.0	1	20.0
Dental Asst. (registered-no intra-oral)	1	0	1	1	0	0.0	0	0.0
Dental Hygienists	1	2	3	3	1	33.3	0	0.0
Environmental Health Personnel	13	5	18	20	4	20.5	3	15.4
Public Health Inspector	10	1	11	15	4	27.6	3	20.7
Community Health Reps/Workers	3	4	7	5	0	0.0	0	0.0
Home Care Personnel	0	70	70	35	0	0.0	0	0.0
Home Care Support Aides	0	70	70	35	0	0.0	0	0.0
Laboratory/Diagnostic/Therapeutic Person	0	0	0	1	1	100.0	0	0.0
Respiratory Therapists	0	0	0	1	1	100.0	0	0.0
Medical Personnel	0	2	2	1	0	0.0	0	0.0
MD-Generalist	0	1	1	1	0	0.0	0	0.0

(CONTINUED)

\* Source: Survey of Health and Social Service Personnel Working in Alberta, March 31, 1992, Workforce Planning Unit, Alberta Health and Social Services Disciplines Committee, Edmonton, Alberta. The response rate of health units to the 1992 survey was 100 percent.

\*\* Definitions for FTE positions, vacancy rates and turnover rates are given in Appendix 2(b).

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APPENDIX 2(a). Health and Social Service Personnel Employed in Health Units  
March 31, 1992\*\*\*

North Zone

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
Medical Personnel	MD-Specialist	0	1	1	1	0	0.0	0	0.0
Registered Nurses	Total	99	87	186	146	3	2.1	7	4.5
	RN-Sexual Health	3	0	3	3	0	0.0	0	0.0
	RN-Administration	20	2	22	22	1	4.5	0	0.0
	RN-Community/Public Health	51	35	86	71	2	2.8	5	6.4
	RN-Home Care	25	50	75	50	0	0.0	2	4.0
Non-RN Nursing Personnel	Total	3	3	6	5	0	0.0	0	0.0
	Licensed Practical Nurses	2	2	4	3	0	0.0	0	0.0
	Other Nursing Staff	1	1	2	2	0	0.0	0	0.0
Nutrition Personnel	Total	2	1	3	3	0	0.0	0	0.0
	Nutritionists	2	1	3	3	0	0.0	0	0.0
Psychological Personnel	Total	3	0	3	3	0	0.0	0	0.0
	Psychologists	2	0	2	2	0	0.0	0	0.0
	Other Psychological/Social Counsellors	1	0	1	1	0	0.0	0	0.0
Rehabilitation Therapy Personnel	Total	15	9	24	26	6	23.5	3	11.8
	Occupational Therapists	2	1	3	3	0	0.0	1	20.0
	Occupational Therapy Asst./Aides	0	0	0	1	1	100.0	0	0.0
	Physical Therapists	0	2	2	2	1	50.0	0	0.0

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APPENDIX 2(a). Health and Social Service Personnel Employed in Health Units  
March 31, 1992\*\*

North Zone

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
Rehabilitation Therapy Personnel	Speech-Language Pathologists	10	6	16	16	3	18.8	1	3.1
	Speech Pathologist Asst./Aides	1	0	1	1	0	0.0	1	100.0
	Clinical Audiologist	1	0	1	2	1	50.0	1	50.0
	Audiometric Technicians	1	0	1	1	0	0.0	0	0.0
Administrative Personnel	Total	95	25	120	108	0	0.0	5	4.7
	Administrative Support	70	22	92	81	0	0.0	5	6.2
	Administrator	25	3	28	27	0	0.0	0	0.0
Other Health/Social Service Personnel	Total	7	10	17	13	1	7.7	1	3.8
	Sexuality/Sexual Health Professionals	3	2	5	4	0	0.0	0	0.0
	Early Intervention Professionals	2	6	8	5	0	0.0	0	0.0
	Genetic Associates	0	1	1	1	0	0.0	0	0.0
	Public Communications Personnel	2	1	3	4	1	28.6	1	14.3

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APPENDIX 2(a). Health and Social Service Personnel Employed in Health Units  
March 31, 1992\*\*

North Central Zone

ALL HEALTH/SOCIAL SERVICE OCCUPATIONS		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
Dental Personnel	Total	372	326	698	552	17	3.1	48	8.6
	Dentists	16	27	43	33	3	9.2	6	16.9
	Dental Asst. (on-the-job training)	0	2	2	1	0	0.0	0	0.0
	Dental Asst. (registered-intra-oral)	2	2	4	3	0	0.0	1	16.7
	Dental Asst. (registered-no intra-oral)	7	8	15	11	0	0.0	2	18.2
	Dental Hygienists	0	1	1	1	0	0.0	0	0.0
	Total	7	14	21	17	3	17.6	3	17.6
	Public Health Inspector	22	2	24	25	2	8.0	2	8.0
	Community Health Reps/Workers	21	2	23	24	2	8.3	1	4.2
	Total	1	0	1	1	0	0.0	1	100.0
Health Records Personnel	Total	1	0	1	1	0	0.0	0	0.0
	Health Record Technicians	1	0	1	1	0	0.0	0	0.0
	Total	16	105	121	69	1	0.7	8	11.6
Home Care Personnel	Home Care Support Aides	16	90	106	62	1	0.8	8	13.0
	Homehelpers	0	4	4	2	0	0.0	0	0.0
	Personal Care Attendants	0	11	11	6	0	0.0	0	0.0
	Total	2	1	3	3	0	0.0	1	20.0
Medical Personnel	MD-Generalist	0	1	1	1	0	0.0	1	100.0

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March 31, 1992\*\*

North Central Zone

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
Medical Personnel	MD-Specialist	1	0	1	1	0	0.0	0	0.0
	MD-MPH	1	0	1	1	0	0.0	0	0.0
Registered Nurses	Total	139	114	253	198	2	1.0	10	5.1
	RN-Sexual Health	0	1	1	1	0	0.0	0	0.0
	RN-Administration	25	0	25	25	0	0.0	2	8.0
	RN-Community/Public Health	75	31	106	92	1	1.1	5	5.5
	RN-Home Care	39	82	121	81	1	1.2	3	3.7
Non-RN Nursing Personnel	Total	3	10	13	8	0	0.0	0	0.0
	Licensed Practical Nurses	0	4	4	2	0	0.0	0	0.0
	Other Nursing Staff	3	6	9	6	0	0.0	0	0.0
	Total	4	1	5	5	0	0.0	0	0.0
	Nutritionists	4	1	5	5	0	0.0	0	0.0
Rehabilitation Therapy Personnel	Total	41	24	65	62	9	13.8	7	11.4
	Occupational Therapists	1	5	6	6	3	41.7	1	8.3
	Physical Therapists	0	9	9	8	4	43.7	2	18.8
	Speech-Language Pathologists	40	6	46	46	3	5.5	4	8.8
	Speech Pathologist Asst./Aides	0	4	4	2	0	0.0	1	50.0
Social Work Personnel	Total	1	0	1	1	0	0.0	0	0.0
	Bachelor's of Social Work	1	0	1	1	0	0.0	0	0.0

(CONTINUED)

\* Source: Survey of Health and Social Service Personnel Working in Alberta, March 31, 1992, Workforce Planning Unit, Alberta Health and Social Services Disciplines Committee, Edmonton, Alberta. The response rate of health units to the 1992 survey was 100 percent.

\*\* Definitions for FTE positions, vacancy rates and turnover rates are given in Appendix 2(b).

\*\*\* The definition for Health Unit Association of Alberta "Zones" is given in Appendix 3.

APPENDIX 2(a). Health and Social Service Personnel Employed in Health Units  
March 31, 1992\*\*\*

North Central Zone

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
Administrative Personnel	Total	121	35	156	140	1	0.7	14	10.0
	Administrative Support	72	31	103	89	1	1.1	12	13.6
	Administrator	49	4	53	51	0	0.0	2	3.9
Other Health/Social Service Personnel	Total	6	7	13	10	0	0.0	1	5.3
	Sexuality/Sexual Health Professionals	5	2	7	6	0	0.0	1	8.3
	Genetic Associates	1	4	5	3	0	0.0	0	0.0
	Other Health/Social Service Personnel	0	1	1	1	0	0.0	0	0.0

\* Source: Survey of Health and Social Service Personnel Working in Alberta, March 31, 1992, Workforce Planning Unit,  
Alberta Health and Social Services Disciplines Committee, Edmonton, Alberta. The response rate of health units to the  
1992 survey was 100 percent.

\*\* Definitions for FTE positions, vacancy rates and turnover rates are given in Appendix 2(b).

\*\*\* The definition for Health Unit Association of Alberta "Zones" is given in Appendix 3.



APPENDIX 2(a). Health and Social Service Personnel Employed in Health Units  
March 31, 1992\*\*

South Central Zone

ALL HEALTH/SOCIAL SERVICE OCCUPATIONS		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
Dental Personnel	Total	282	398	680	488	7	1.4	27	5.5
	Dentists	9	14	23	17	1	5.9	2	8.8
	Dental Asst. (on-the-job training)	0	1	1	1	0	0.0	0	0.0
	Dental Asst. (registered-intra-oral)	3	5	8	6	0	0.0	1	9.1
	Dental Hygienists	6	7	13	11	1	9.5	1	9.5
Environmental Health Personnel	Total	21	0	21	21	0	0.0	1	4.8
	Public Health Inspector	21	0	21	21	0	0.0	1	4.8
Home Care Personnel	Total	1	113	114	59	1	1.7	3	4.3
	Home Care Support Aides	1	98	99	51	1	2.0	3	4.9
	Homehelpers	0	7	7	4	0	0.0	0	0.0
	Personal Care Attendants	0	8	8	4	0	0.0	0	0.0
Laboratory/Diagnostic/Therapeutic Person	Total	1	0	1	1	0	0.0	0	0.0
	Respiratory Therapists	1	0	1	1	0	0.0	0	0.0
Medical Personnel	Total	1	3	4	4	1	28.6	0	0.0
	MD-Generalist	0	2	2	1	0	0.0	0	0.0
	MD-Specialist	1	1	2	2	0	0.0	0	0.0
	MD-MPH	0	0	0	1	1	100.0	0	0.0

(CONTINUED)

\* Source: Survey of Health and Social Service Personnel Working in Alberta, March 31, 1992, Workforce Planning Unit, Alberta Health and Social Services Disciplines Committee, Edmonton, Alberta. The response rate of health units to the 1992 survey was 100 percent.

\*\* Definitions for FTE positions, vacancy rates and turnover rates are given in Appendix 2(b).

\*\*\* The definition for Health Unit Association of Alberta "Zones" is given in Appendix 3.

APPENDIX 2(a). Health and Social Service Personnel Employed in Health Units  
March 31, 1992\*\*\*

South Central Zone

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
Registered Nurses	Total	116	168	284	202	2	1.0	10	4.7
	RN-Sexual Health	2	2	4	3	0	0.0	0	0.0
	RN-Administration	32	5	37	36	1	2.8	2	5.6
	RN-Community/Public Health	48	55	103	76	0	0.0	5	6.0
	RN-Home Care	34	102	136	86	1	1.2	3	3.5
Non-RN Nursing Personnel	RN-Other	0	4	4	2	0	0.0	0	0.0
	Total	2	4	6	4	0	0.0	0	0.0
	Graduate Nurses (GN)	0	1	1	1	0	0.0	0	0.0
	Licensed Practical Nurses	2	3	5	4	0	0.0	0	0.0
	Total	3	3	6	5	0	0.0	0	0.0
Nutrition Personnel	Nutritionists	3	3	6	5	0	0.0	0	0.0
	Total	37	34	71	54	0	0.0	8	13.9
Rehabilitation Therapy Personnel	Occupational Therapists	2	9	11	7	0	0.0	1	15.4
	Physical Therapists	2	3	5	4	0	0.0	1	14.3
	Speech-Language Pathologists	32	12	44	38	0	0.0	6	15.8
	Speech Pathologist Asst./Aides	1	10	11	6	0	0.0	0	0.0
	Total	89	47	136	115	2	1.7	5	4.4
Administrative Personnel	Administrative Support	62	41	103	83	0	0.0	3	3.6
	Administrator	27	6	33	32	2	6.2	2	6.2

(CONTINUED)

\* Source: Survey of Health and Social Service Personnel Working in Alberta, March 31, 1992, Workforce Planning Unit, Alberta Health and Social Services Disciplines Committee, Edmonton, Alberta. The response rate of health units to the 1992 survey was 100 percent.

\*\* Definitions for FTE positions, vacancy rates and turnover rates are given in Appendix 2(b).

\*\*\* The definition for Health Unit Association of Alberta "Zones" is given in Appendix 3.



APPENDIX 2(a). Health and Social Service Personnel Employed in Health Units  
March 31, 1992\*\*

South Central Zone

Other Health/Social Service Personnel		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
	Total	2	12	14	8	0	0.0	0	0.0
	Sexuality/Sexual Health Professionals	2	5	7	5	0	0.0	0	0.0
	Early Intervention Professionals	0	3	3	2	0	0.0	0	0.0
	Genetic Associates	0	4	4	2	0	0.0	0	0.0

\* Source: Survey of Health and Social Service Personnel Working in Alberta, March 31, 1992, Workforce Planning Unit, Alberta Health and Social Services Disciplines Committee, Edmonton, Alberta. The response rate of health units to the 1992 survey was 100 percent.

\*\* Definitions for FTE positions, vacancy rates and turnover rates are given in Appendix 2(b).

\*\*\* The definition for Health Unit Association of Alberta "Zones" is given in Appendix 3.

APPENDIX 2(a). Health and Social Service Personnel Employed in Health Units  
March 31, 1992\*\*\*

South Zone

ALL HEALTH/SOCIAL SERVICE OCCUPATIONS		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
Dental Personnel	Total	254	260	514	387	3	0.8	3	0.8
	Dentists	16	10	26	21	0	0.0	1	2.4
	Dental Asst. (on-the-job training)	1	1	2	2	0	0.0	0	0.0
	Dental Asst. (registered-intra-oral)	0	1	1	1	0	0.0	0	0.0
	Dental Hygienists	13	2	15	14	0	0.0	1	3.6
Environmental Health Personnel	Total	15	0	15	15	0	0.0	0	0.0
	Public Health Inspector	15	0	15	15	0	0.0	0	0.0
	Total	4	107	111	58	0	0.0	1	1.7
Home Care Personnel	Home Care Support Aides	0	64	64	32	0	0.0	0	0.0
	Homehelpers	0	36	36	18	0	0.0	1	5.6
	Personal Care Attendants	4	7	11	8	0	0.0	0	0.0
	Total	0	1	1	1	0	0.0	0	0.0
Laboratory/Diagnostic/Therapeutic Person	Respiratory Therapists	0	1	1	1	0	0.0	0	0.0
	Total	1	1	2	2	0	0.0	0	0.0
	MD-Generalist	0	1	1	1	0	0.0	0	0.0
Medical Personnel	MD-MPH	1	0	1	1	0	0.0	0	0.0
	Total	112	90	202	159	2	1.3	2	0.9

(CONTINUED)

\* Source: Survey of Health and Social Service Personnel Working in Alberta, March 31, 1992, Workforce Planning Unit, Alberta Health and Social Services Disciplines Committee, Edmonton, Alberta. The response rate of health units to the 1992 survey was 100 percent.

\*\* Definitions for FTE positions, vacancy rates and turnover rates are given in Appendix 2(b).

\*\*\* The definition for Health Unit Association of Alberta "Zones" is given in Appendix 3.



APPENDIX 2(a). Health and Social Service Personnel Employed in Health Units  
March 31, 1992\*\*\*

South Zone

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
Registered Nurses	RN-Sexual Health	3	1	4	5	1	22.2	0	0.0
	RN-Mental Health	1	0	1	1	0	0.0	0	0.0
	RN-Administration	18	3	21	20	0	0.0	0	0.0
	RN-Community/Public Health	43	22	65	55	1	0.9	1	1.8
	RN-Home Care	46	64	110	79	1	0.6	1	0.6
Non-RN Nursing Personnel	RN-Other	1	0	1	1	0	0.0	0	0.0
	Total	1	6	7	4	0	0.0	0	0.0
	Licensed Practical Nurses	0	4	4	2	0	0.0	0	0.0
	Other Nursing Staff	1	2	3	2	0	0.0	0	0.0
	Total	1	1	2	2	0	0.0	0	0.0
Nutrition Personnel	Nutritionists	1	1	2	2	0	0.0	0	0.0
	Total	23	21	44	34	1	1.5	0	0.0
	Occupational Therapists	1	6	7	4	0	0.0	0	0.0
	Physical Therapists	2	4	6	5	1	11.1	0	0.0
	Speech-Language Pathologists	19	7	26	23	0	0.0	0	0.0
Rehabilitation Therapy Personnel	Speech Pathologist Asst./Aides	1	1	2	2	0	0.0	0	0.0
	Audiometric Technicians	0	2	2	1	0	0.0	0	0.0
	Recreational Therapists	0	1	1	1	0	0.0	0	0.0
	Total	1	3	4	3	0	0.0	0	0.0
	Social Work Personnel								

(CONTINUED)

\* Source: Survey of Health and Social Service Personnel Working in Alberta, March 31, 1992, Workforce Planning Unit, Alberta Health and Social Services Disciplines Committee, Edmonton, Alberta. The response rate of health units to the 1992 survey was 100 percent.

\*\* Definitions for FTE positions, vacancy rates and turnover rates are given in Appendix 2(b).  
\*\*\* The definition for Health Unit Association of Alberta "Zones" is given in Appendix 3.

APPENDIX 2(a). Health and Social Service Personnel Employed in Health Units  
March 31, 1992\*\*

South Zone

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
Social Work Personnel	Bachelor's of Social Work	1	2	3	2	0	0.0	0	0.0
	Unrelated Master's/Bachelor's	0	1	1	1	0	0.0	0	0.0
Administrative Personnel	Total	78	16	94	87	1	0.6	0	0.0
	Administrative Support	48	8	56	53	1	1.0	0	0.0
	Administrator	30	8	38	34	0	0.0	0	0.0
Other Health/Social Service Personnel	Total	2	4	6	4	0	0.0	0	0.0
	Early Intervention Professionals	1	4	5	3	0	0.0	0	0.0
	Genetic Associates	1	0	1	1	0	0.0	0	0.0

\* Source: Survey of Health and Social Service Personnel Working in Alberta, March 31, 1992, Workforce Planning Unit, Alberta Health and Social Services Disciplines Committee, Edmonton, Alberta. The response rate of health units to the 1992 survey was 100 percent.

\*\* Definitions for FTE positions, vacancy rates and turnover rates are given in Appendix 2(b).

\*\*\* The definition for Health Unit Association of Alberta "Zones" is given in Appendix 3.



APPENDIX 2(a). Health and Social Service Personnel Employed in Health Units  
March 31, 1992\*\*\*

Calgary

ALL HEALTH/SOCIAL SERVICE OCCUPATIONS		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
Dental Personnel	Total	368	112	480	439	15	3.3	56	12.7
	Dentists	27	1	28	28	0	0.0	0	0.0
	Dental Asst. (registered-intra-oral)	6	0	6	6	0	0.0	0	0.0
	Dental Hygienists	15	0	15	15	0	0.0	0	0.0
Environmental Health Personnel	Total	6	1	7	7	0	0.0	0	0.0
	Public Health Inspector	25	0	25	28	3	10.7	9	30.4
Health Records Personnel	Total	25	0	25	28	3	10.7	9	30.4
	Health Record Technicians	2	0	2	2	0	0.0	0	0.0
Laboratory/Diagnostic/Therapeutic Person	Total	2	0	2	2	0	0.0	0	0.0
	Respiratory Therapists	1	0	1	1	0	0.0	0	0.0
Registered Nurses	Total	147	77	224	193	8	3.9	22	11.4
	RN-Sexual Health	1	0	1	1	0	0.0	0	0.0
Nutrition Personnel	RN-Community/Public Health	82	56	138	110	0	0.0	10	9.1
	RN-Home Care	64	21	85	82	8	9.1	12	14.6
Rehabilitation Therapy Personnel	Total	4	0	4	4	0	0.0	0	0.0
	Nutritionists	4	0	4	4	0	0.0	0	0.0
Occupational Therapists	Total	26	8	34	30	0	0.0	6	18.3
	Occupational Therapists	2	0	2	2	0	0.0	0	0.0

(CONTINUED)

\* Source: Survey of Health and Social Service Personnel Working in Alberta, March 31, 1992, Workforce Planning Unit, Alberta Health and Social Services Disciplines Committee, Edmonton, Alberta. The response rate of health units to the 1992 survey was 100 percent.

\*\* Definitions for FTE positions, vacancy rates and turnover rates are given in Appendix 2(b).  
\*\*\* The definition for Health Unit Association of Alberta "Zones" is given in Appendix 3.

APPENDIX 2(a). Health and Social Service Personnel Employed in Health Units  
March 31, 1992\*\*

Calgary

	FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
Rehabilitation Therapy Personnel	21	7	28	25	0	0.0	5	18.4
	3	1	4	4	0	0.0	1	28.6
Social Work Personnel	3	0	3	3	0	0.0	0	0.0
	1	0	1	1	0	0.0	0	0.0
Bachelor's of Social Work	2	0	2	2	0	0.0	0	0.0
Total	126	25	151	143	4	2.8	20	13.7
Administrative Personnel								
Administrative Support	102	25	127	118	3	2.6	14	11.9
Administrator	24	0	24	25	1	4.0	6	22.0
Total	7	1	8	8	0	0.0	0	0.0
Other Health/Social Service Personnel								
Adult Educators	1	0	1	1	0	0.0	0	0.0
Sexuality/Sexual Health Professionals	3	1	4	4	0	0.0	0	0.0
Public Communications Personnel	3	0	3	3	0	0.0	0	0.0

\* Source: Survey of Health and Social Service Personnel Working in Alberta, March 31, 1992, Workforce Planning Unit, Alberta Health and Social Services Disciplines Committee, Edmonton, Alberta. The response rate of health units to the 1992 survey was 100 percent.

\*\* Definitions for FTE positions, vacancy rates and turnover rates are given in Appendix 2(b).

\*\*\* The definition for Health Unit Association of Alberta "Zones" is given in Appendix 3.



APPENDIX 2(a). Health and Social Service Personnel Employed in Health Units  
March 31, 1992\*\*

Edmonton

	ALL HEALTH/SOCIAL SERVICE OCCUPATIONS	FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
Dental Personnel	Total	518	108	626	582	10	1.7	97	16.6
	Dentists	21	5	26	24	0	0.0	14	59.6
	Dental Asst. (on-the-job training)	1	1	2	2	0	0.0	0	0.0
	Dental Asst. (registered-intra-oral)	8	0	8	8	0	0.0	6	75.0
	Dental Hygienists	4	0	4	4	0	0.0	0	0.0
	Total	8	4	12	10	0	0.0	8	80.0
Environmental Health Personnel	Total	16	0	16	17	1	5.9	2	11.8
	Public Health Inspector	16	0	16	17	1	5.9	2	11.8
Health Records Personnel	Total	2	0	2	2	0	0.0	0	0.0
	Health Record Technicians	1	0	1	1	0	0.0	0	0.0
	Medical Dicta-Typists/Transcriptionists	1	0	1	1	0	0.0	0	0.0
Home Care Personnel	Total	2	1	3	4	2	37.5	4	87.5
	Home Care Support Aides	2	1	3	4	2	37.5	4	87.5
Laboratory/Diagnostic/Therapeutic Person	Total	2	1	3	3	0	0.0	0	0.0
	Respiratory Therapists	2	1	3	3	0	0.0	0	0.0
Medical Personnel	Total	5	0	5	5	0	0.0	0	0.0
	MD-Specialist	5	0	5	5	0	0.0	0	0.0
Registered Nurses	Total	216	86	302	264	5	1.7	45	17.1

(CONTINUED)

\* Source: Survey of Health and Social Service Personnel Working in Alberta, March 31, 1992, Workforce Planning Unit, Alberta Health and Social Services Disciplines Committee, Edmonton, Alberta. The response rate of health units to the 1992 survey was 100 percent.

\*\* Definitions for FTE positions, vacancy rates and turnover rates are given in Appendix 2(b).

+++ The definition for Health Unit Association of Alberta "Zones" is given in Appendix 3.

APPENDIX 2(a). Health and Social Service Personnel Employed in Health Units  
March 31, 1992\*\*

Edmonton

	FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
Registered Nurses								
RN-Sexual Health	4	0	4	4	0	0.0	0	0.0
RN-Administration	19	0	19	19	0	0.0	3	15.8
RN-Community/Public Health	115	8	123	121	2	1.7	34	28.1
RN-Home Care	78	78	156	120	3	2.1	8	6.7
Nutrition Personnel								
Total	2	0	2	2	0	0.0	2	100.0
Nutritionists	2	0	2	2	0	0.0	2	100.0
Rehabilitation Therapy Personnel								
Total	48	12	60	56	2	3.6	14	25.0
Occupational Therapists	14	4	18	17	1	5.9	4	23.5
Physical Therapists	5	2	7	6	0	0.0	1	16.7
Other Physical Therapy Personnel	0	0	0	0	0	0	1	0
Speech-Language Pathologists	29	5	34	33	1	3.1	8	24.6
Speech Pathologist Asst./Aides	0	1	1	1	0	0.0	0	0.0
Social Work Personnel								
Total	15	0	15	15	0	0.0	0	0.0
Master's of Social Work	1	0	1	1	0	0.0	0	0.0
Bachelor's of Social Work	14	0	14	14	0	0.0	0	0.0
Administrative Personnel								
Total	182	3	185	185	1	0.5	15	8.1
Administrative Support	108	3	111	110	0	0.0	13	11.9
Administrator	74	0	74	75	1	1.3	2	2.7

(CONTINUED)

\* Source: Survey of Health and Social Service Personnel Working in Alberta, March 31, 1992, Workforce Planning Unit, Alberta Health and Social Services Disciplines Committee, Edmonton, Alberta. The response rate of health units to the 1992 survey was 100 percent.

\*\* Definitions for FTE positions, vacancy rates and turnover rates are given in Appendix 2(b).

\*\*\* The definition for Health Unit Association of Alberta "Zones" is given in Appendix 3.



APPENDIX 2(a). Health and Social Service Personnel Employed in Health Units  
March 31, 1992\*\*

Edmonton

Other Health/Social Service Personnel		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
	Total	7	0	7	7	0	0.0	1	14.3
	Epidemiologists	1	0	1	1	0	0.0	0	0.0
	Adult Educators	1	0	1	1	0	0.0	0	0.0
	Genetic Associates	1	0	1	1	0	0.0	1	100.0
	Community Development Professionals	3	0	3	3	0	0.0	0	0.0
	Public Communications Personnel	1	0	1	1	0	0.0	0	0.0

\* Source: Survey of Health and Social Service Personnel Working in Alberta, March 31, 1992, Workforce Planning Unit, Alberta Health and Social Services Disciplines Committee, Edmonton, Alberta. The response rate of health units to the 1992 survey was 100 percent.

\*\* Definitions for FTE positions, vacancy rates and turnover rates are given in Appendix 2(b).

+++ The definition for Health Unit Association of Alberta "Zones" is given in Appendix 3.

**APPENDIX 2(b). Definition of Terms**

1. **Persons employed** include all individuals employed by your organization on a regular full-time or part-time basis. Please include employers if they fall into one of the occupational categories. Count each individual only once. If an employee qualifies in more than one category, place him/her in the category which he/she spends the majority of time. Include persons on leave (educational, maternity, etc.). Do not include students who are gaining clinical experience as part of their training program unless otherwise indicated. Do not include temporary, casual, contract or relief personnel. Do not include personnel who are paid directly by another agency or organization.

**Full-time:** thirty hours or more per week

**Part-time:** less than thirty hours per week

**Vacancies:** unfilled positions for which personnel are being actively recruited as of March 31.

**Resignations:** individuals who terminated employment during the one year period from April 1 to March 31. Do not include persons who have been promoted or transferred.

2. Full-time Equivalent Positions (FTE positions):

$$\text{FTE Positions} = [\text{full-time} + (\text{part-time}/2)] \text{ number of personnel} + [\text{full-time} + (\text{part-time}/2)] \text{ number of vacancies}$$

3. Full-time Equivalent Vacancies (FTE vacant positions):

$$\text{FTE Vacant Positions} = [\text{full-time} + (\text{part-time}/2)] \text{ number of vacancies}$$

4. Vacancy Rate:

$$\text{Vacancy Rate} = \frac{\text{full-time equivalent vacancies}}{\text{full-time equivalent positions}} \times 100$$

5. Full-time Equivalent Resignations (FTE resignations):

$$\text{FTE Resignations} = [\text{full-time} + (\text{part-time}/2)] \text{ number of resignations}$$

6. Turnover Rate:

$$\text{Turnover Rate} = \frac{\text{full-time equivalent resignations}}{\text{full-time equivalent positions}} \times 100$$

### **APPENDIX 3. Health Unit Association of Alberta "Zones"**

The Health Unit Association of Alberta groups the 27 health units into six geographical zones. The health units included in each of these zones are given below.

<b>North Zone</b>	Athabasca Health Unit Fort McMurray and District Health Unit Northwestern Health Unit Peace River Health Unit South Peace Health Unit
<b>North Central Zone</b>	Alberta West Central Health Unit Jasper National Park Health Unit Leduc-Strathcona Health Unit Minburn-Vermilion Health Unit North Eastern Alberta Health Unit Stony Plain-Lac Ste. Anne Health Unit Sturgeon Health Unit Vegreville Health Unit
<b>South Central Zone</b>	Alberta East Central Health Unit Banff National Park Health Unit Big Country Health Unit Drumheller Health Unit Mount View Health Unit Red Deer Regional Health Unit Wetoka Health Unit
<b>South Zone</b>	Barons-Eureka-Warner Health Unit Chinook Health Unit City of Lethbridge Health Unit Foothills Health Unit Southeastern Alberta Health Unit
<b>Calgary</b>	Calgary Health Services
<b>Edmonton</b>	Edmonton Board of Health







